

2011 City of San Jose - OE 3 Negotiations

OE 3 Proposal - Holiday Pay

The intent of this proposal is for Employees assigned to Alternate Work Schedule at WCPC get full value of the Holiday.

Existing Language

32.3 Holiday Compensation for Employees on Alternate Work Schedules.

32.3.1 If a holiday is observed on an employee's regularly scheduled workday, the employee shall be entitled to pay for the number of hours the employee was scheduled to work that day, up to ten (10) hours.

32.3.2 If a holiday is observed on an employee's regularly scheduled day off, the employee shall be credited with eight (8) hours compensatory time off at the 1.0 rate for a full day holiday.

32.3.3 If an employee on an alternate schedule works on a holiday, the employee shall receive eight (8) hours of compensatory time at the 1.0 rate for a full day holiday, and in addition shall receive pay or compensatory time off at the 1.5 rate for the number of hours actually worked.

32.3.4 Holiday Compensation for Employees in the Water Pollution Control Plant Division of the Environmental Services Dept. on Alternate Work Schedules

1. If an employee on an 8 hour schedule is scheduled to work a holiday, the employee will receive eight (8) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.
2. If an employee on an 9 hour schedule is scheduled to work a holiday, the employee will receive eight (8) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.
3. If an employee on a 10 hour schedule is scheduled to work a holiday, the employee will receive eight 8 hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.
4. If an employee on a 12 hour schedule is scheduled to work a holiday, the employee will receive eight (8) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.

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5. If an employee is scheduled off on a holiday, regardless of the schedule selected, the employee will receive eight (8) hours holiday pay.

Proposed Language

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32.3.1 If a holiday is observed on an employee's regularly scheduled workday, the employee shall be entitled to pay for the number of hours the employee was scheduled to work that day, up to ten (10) hours.

32.3.2 If a holiday is observed on an employee's regularly scheduled day off, the employee shall be credited with eight (8) hours compensatory time off at the 1.0 rate for a full day holiday.

32.3.3 If an employee on an alternate schedule works on a holiday, the employee shall receive eight (8) hours of compensatory time at the 1.0 rate for a full day holiday, and in addition shall receive pay or compensatory time off at the 1.5 rate for the number of hours actually worked.

32.3.4 Holiday Compensation for Employees in the Water Pollution Control Plant Division of the Environmental Services Dept. on Alternate Work Schedules

1. If an employee on an 8 hour schedule is scheduled to work an holiday, the employee will receive eight (8) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.

2 If an employee on an 9 hour schedule is scheduled to work a holiday, the employee will receive nine (9) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.

3 If an employee on a 10 hour schedule is scheduled to work a holiday, the employee will receive ten (10) hours holiday pay and will be given either overtime pay for all hours actually

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worked or compensatory time at the overtime rate for all hours actually worked.

- 1. If an employee on a 12 hour schedule is scheduled to work a holiday, the employee will receive twelve (12) hours holiday pay and will be given either overtime pay for all hours actually worked or compensatory time at the overtime rate for all hours actually worked.*
- 2. If an employee is scheduled off on a holiday, regardless of the schedule selected, the employee will receive eight (8) hours holiday pay.*